#critlib 2017-08-23: mentorship chat

Archive of the August 23 2017 #critlib chat on mentorship, moderated by @zoh_zoh. For more info about #critlib, including past and future chats, visit http://critlib.org/

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**Zoe Fisher**
@zoh_zoh

Friends please mark your calendars & join me for a #critlib chat about mentorship on Weds 8/23 at 11AM Pacific! critlib.org/mentorship-chat...

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**Violet Fox**
@violetbfox

This'll be a great chat for LIS students & new librarians! Let's talk about mentorship & how it can address structural inequity! #critlib twitter.com/zoh_zoh/status...

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**Zoe Fisher**
@zoh_zoh

We'll start today's #critlib chat about mentorship in just about 25 minutes. Qs & readings here: critlib.org/mentorship-chat...

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**Zoe Fisher**
@zoh_zoh

a couple #critlib chat tips: I put my phone in Airplane mode so my notifications don't go nuts the whole hour, and I use tweetdeck.

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Introductions

**Zoe Fisher**
@zoh_zoh

It’s that time! Welcome to today's #critlib chat about mentorship. Let's start with intros. Feel free to include name, affiliation, etc.

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Zoe Fisher
@zoh_zoh

I'm your moderator today & I'm an #infolit librarian in-between gigs (unemployed?) in Seattle, WA. #critlib

6 MONTHS AGO

Lisa Hubbell
@lisahubbell

Hey #critlib I'm Lisa, an academic librarian in California.

6 MONTHS AGO

Olivia MacIsaac
@olgrmac

Hello #critlib! I'm Olivia, Scholarly Communication Associate @ButlerLib!

6 MONTHS AGO

S. Gardner
@SueAGardner

I am Scholarly Communications Librarian at the University of Nebraska-Lincoln #critlib

6 MONTHS AGO

Violet Fox 🚀
@violetbfox

Hi #critlib, I'm a cataloger in the middle of Minnesota, still a bit eclipse hungover. Excited to talk about mentorship today!

6 MONTHS AGO

Violet Fox 🚀
@violetbfox

If you want to post to the #critlib chat anonymously, use this form to tweet script.google.com/macros/s/AKfyc... which will be posted by @CritLib_anon.

6 MONTHS AGO
Violet Fox @violetbfox
Reminder that all questions for today's #critlib chat can be found at: critlib.org/mentorship-ch... @zoh_zoh will post Qs throughout the hour.

6 MONTHS AGO

sarah @sarahkirkley
Hi #critlib! I'm Sarah--instruction coordinator & liaison to English, Arts, & Humanities at GAState's Clarkston campus, just outside Atlanta.

6 MONTHS AGO

Chelsea Heinbach @chelseahinbach
Hey #critlib! Chelsea here. I'm a teaching librarian in Santa Barbara, California. Super excited to talk about mentorship today.

6 MONTHS AGO

Erin Leach @erinaleach
Hey, #critlib. I'm a cataloger in Georgia.

6 MONTHS AGO

Juliann Couture @julezig
Hi #critlib. I'm a social sciences librarian and interim branch head at CU Boulder.

6 MONTHS AGO

Melissa DeWitt @Badgerssssss
Hey, #critlib! I'm a current LIS student at the University of Denver.

6 MONTHS AGO
@ephemeramanda

Hi #critlib! I'm Amanda, a museum archivist in Seattle. Trying to work my way out of lurker status by actually introducing myself!

@gnomadlibrarian

Hi #critlib! I do outreach for an academic library in VA. Aspiring to transition from staff to faculty, so I'm stoked about today's chat!

@henare

Hi #critlib... I'm a systems librarian with a vendor in central New York!

@EamonTewell

Hi #critlib, I'm an academic librarian tuning in from a quiet #refdesk shift.

@_skjanes

Hi #critlib: I'm an archivist for a small university in Thunder Bay, Canada.

@johnfenn3

#critlib A recently newly minted 'supervisorial librarian' at the LoC. Been playing in library world for some time, tho trained otherwise.

@nora_almeida

Nora, academic librarian here. Mostly lurking. #critlib
Michelle Mitchell
@michelle__kris

Hi #critlib I am an academic librarian in North Carolina! First #critlib chat

Ryan P. Randall
@foureyedsole

Hiya #critlib! I’m Ryan, a community college librarian in Boise. It's our first week of classes, so we’ll see how much I can follow today.

Rachel Gammons
@rwgammons

Hello #critlib! I am an academic instruction librarian in DC & I adjunct as an MLIS instructor.

Meggie Lasher
@MeggieAnnLasher

Hi there! #critlib I’m a new FYE and instruction librarian at a community college. This is my first active participation in the convo!

Elysian MARC Fields
@marccold

Hi #critlib, I'm a cataloger who has just taken a lot of post-surgery pain meds but is interested in mentoring. Expect moderate surrealism.

Dylan Burns
@ForgetTheMaine

Hi #critlib I'm Dylan, academic librarian in Utah.
Hi #critlib! A Seattle-ish academic librarian here, excited about today's topic.

@dimmitsays

6 MONTHS AGO

Hi #critlib information literacy librarian in Missouri. Following this chat pulled up on my secondary monitor, so I'll be in & out.

@libraringkat

6 MONTHS AGO

Q1. How do you define success in a mentoring relationship?

Q1 How do you define success in a mentoring relationship? #critlib

@zoh_zoh

6 MONTHS AGO

One measure of success is feeling relaxed when interacting w/your mentor or mentee. If it's tense, something is probably not right. #critlib

@sueagardner

6 MONTHS AGO

A1 mutual learning & creation of nonhierarchical/flat support relationship #critlib

twitter.com/zoh_zoh/status...

@johnfenn3

6 MONTHS AGO

A1 to me, success in mentorship is about mutual growth for both/all parties--learning new things, gaining new perspectives. #critlib

@zoh_zoh

6 MONTHS AGO
**Chelsea Heinbach**  
@chelseaheinbach

Q1: Defining characteristic for me is trust. As mentee I want to feel I can ask anything & as mentor I want mentee to feel that too #critlib

6 MONTHS AGO

**Librarian McPickles**  
@regian918

As a mentor, I want to learn as much from the mentee as they are learning from me. #critlib

6 MONTHS AGO

**Zoe Fisher**  
@zoh_zoh

@histknowledge definitely! feel free to tag your answers with the hashtag, e.g. A1... #critlib if you want to share with the chat. :)

6 MONTHS AGO

**Lisa Hubbell**  
@lisahubbell

A1. I don't usually define in terms of "success". Hopes and goals for mentoring: mutual listening, fostering humanity on the job. #critlib

6 MONTHS AGO

**Sara Janes**  
@_skjanes

A1: both parties believe they've learned from the other, both have positive emotions about the relationship #critlib

6 MONTHS AGO

**Erin Leach**  
@erinaleach

A1.) When both mentor & mentee are teaching & learning from each other. As opposed to the mentor teaching & the mentee learning. #critlib

6 MONTHS AGO
@SueAGardner Ooh, good point. Successful mentoring relationships need mutual trust/confidence. #critlib

Dylan Burns
@ForgetTheMaine

A1: So I had a mixed experience with mentors...my really successful one was one where the mentor told me she was hard to please #critlib

@SueAGardner i agree w this, & also think it’s harder to get to w formal mentorship programs right away. wondering how that can be mitigated? #critlib

Rachel Gammons
@rwgammons

A1 My most successful mentorship experiences have been the ones I keep in touch with from year to year #critlib

liz chenevey
@gnomadlibrarian

A1. growth for both parties involved. Fostering workplace relationships & a culture of support & trust (if limited by org) #critlib

Laura Dimmit
@dimmitsays

Yes, this! I think that both parties have to give this rapport time to grow, but without it, many things are impossible. #critlib twitter.com/SueAGardner/st...
Dylan Burns
@ForgetTheMaine
And it was that honestly that set us on a path towards mutual respect? I felt worried but like respected. #critlib
6 MONTHS AGO

Rachel Gammons
@rwgammons
A1.2 As a mentor, I try hard to let my mentees define the parameters for our relationship and judge success based on their goals #critlib
6 MONTHS AGO

Irene Korber
@IreneKorber
Hey #critlib - a few minutes late. I'm an academic librarian in California.
6 MONTHS AGO

Zoe Fisher
@zoh_zoh
I'm definitely hearing themes of trust, rapport, respect, growth, listening, and learning in the answers to Q1! #critlib
6 MONTHS AGO

Elysian MARC Fields
@marccold
A1. For me, success in a mentoring relationship is defined by mutual development and connection. Both of you are less alone. + #critlib
6 MONTHS AGO

Erin Leach
@erinaleach
A1.) I think the idea of mentoring puts pressure on the mentor to be a fount of knowledge & on the mentee to be eager to learn. #critlib
6 MONTHS AGO
Michelle Mitchell
@michelle__kris

A1 i think success in mentorship really surrounds both of parties involved to learn. the "newbie" is learning practices but... #critlib

6 MONTHS AGO

Kate Deibel
@metageeky

Hi #critlib. Didn't realize there was a chat. I'm Kate, currently at UW as a techie, starting at Syracuse as inclusion librarian in October.

6 MONTHS AGO

Laura Dimmit
@dimmitsays

@ephemercamanda @SueAGardner Good point! Have had 'arranged' mentorships not work out for this reason. For me, wonder if it was bc relationship was 100% email? #critlib

6 MONTHS AGO

Erin Leach
@erinaleach

A1.) As a mentee, I have something of value to teach my mentor. As a mentor, I have so much to learn from my mentee. #critlib

6 MONTHS AGO

Michelle Mitchell
@michelle__kris

A1 continued ...maybe the mentor can implement a change based on something a mentee has pointed out #critlib

6 MONTHS AGO

((Henry Mensch)))
@henare

@erinaleach #critlib definitely. it can be hard on the ego to be a mentor who doesn't know all the answers

6 MONTHS AGO
i will say this: my therapist has been a better mentor to me than any librarian/archivist has
#critlib

Zoe Fisher  
@zoh_zoh

A1 I'll be honest that sometimes success in mentorship just means MAKING TIME for it to happen through regular convos & checkins. #critlib

Elysian MARC Fields  
@marccold

A1. + It makes the profession better, in the sense that any affirming relationship makes society better, but it's about two people. #critlib

Melissa DeWitt  
@Badgersssss

A1. I think successful mentorship lasts long-term and goes beyond one or two interactions. #critlib

Erin Leach  
@erinaleach

@henare That's a really awesome point! I think a thing we don't talk about is that mentoring requires humility on both sides. #critlib

Liz McGlynn Bellamy  
@thelizbrarian

@zoh_zoh @ForgetTheMaine High expectations are the best, imo. 1 of my best mtor/mtee rships involved a lot of honest critique, working together to improve #critlib
Q1. I've found it helpful to have a network, more perspectives and areas of knowledge #critlib

Kate Deibel @metageeky

A1 A successful mentoring relationship must be awarding to both parties. I had a "mentor" who used me as a "shining" example #critlib

Kate Deibel @metageeky

A1 In particular, if the mentoring relationship is established career person and person seeking work/very new, the goal is to get...#critlib

Laura Dimmit @dimmitsays

@marccold Yep, agree. If I can't be "me as a person" along with "me as a librarian" in those interactions, it's not going to work. #critlib

Lisa Hubbell @lisahubbell

Re A1. This can also set up idea that luminaries in the field are most worthy mentors, which can make it more intimidating to ask. #critlib twitter.com/erinaleach/sta...

Q2. Have you ever participated in, or do you currently participate in, a formal mentorship program? If so, what is/was it? What was your experience?

Zoe Fisher @zoh_zoh

Q2 (pt 1 of 2) Have you ever, or do you currently, participate in a formal mentorship program? #critlib

6 MONTHS AGO
Q2 (pt 2 of 2) If so, what is/was the program? What was your experience? #critlib

6 MONTHS AGO

A2 I've participated in several formal programs as mentor & mentee. One of best experiences was through ACRL Instruction Section. #critlib

6 MONTHS AGO

#critlib Q2 I was paired up in a formal mentoring program and my mentor ignored all of my emails and never reached out. I was left ???

6 MONTHS AGO

A2: Been in several formal mentorship programs. On both sides. Some worked better than others. #critlib

6 MONTHS AGO

@dimmitsays @ephemeramanda @SueAGardner FWIW, I'm meeting w/someone via Google Hangouts and it's way more...impactful than mentor/mentee relationships I've had by email. #critlib

6 MONTHS AGO

A2 through ACRL Instruction Section, I was paired up with new-ish comm college librarian & we had great convos about CC libship. #critlib

6 MONTHS AGO
Kate Deibel
@metageeky

the mentee's career going, including getting jobs, meeting the right people, etc. #critlib

6 MONTHS AGO

Zoe Fisher
@zoh_zoh

A2 We didn't have a strict schedule, but we checked in via Skype/phone throughout the year and still stay in touch. #critlib

6 MONTHS AGO

Juliann Couture
@julezig

A1 for me, success in mentoring is that it is about growth for all involved. Not to mention mutual respect and support. #critlib

6 MONTHS AGO

amanda d.
@ephemeramanda

@zoh_zoh a2 i've been in the SAA mentorship program for 1 yr - mentor & i have agreed to continue relationship past the 1 yr obligation #critlib

6 MONTHS AGO

Zoe Fisher
@zoh_zoh

A2 even though we are located in opposite parts of the country, we met in person at ACRL in Baltimore! that was rad. #critlib

6 MONTHS AGO

Liz McGlynn Bellamy
@thelizbrarian

A2 I've only had luck with informal mentorship. As a mentor and a mentee, the formal programs I've participated in have felt forced #critlib

6 MONTHS AGO
Q2 We have required mentors librarian as a part of the tenure process. Mine is wonderful, but our relationship is very specific #critlib

6 MONTHS AGO

#critlib this pretty much happened to me, too! I think it was a case of the person's workload getting in the way, but it was still uncool. twitter.com/CritLib_anon/s...

6 MONTHS AGO

Q2.1 I just finished the @ACRL_IS mentoring program as a mentee & had a great experience thanks to @PBKTrudi #critlib

6 MONTHS AGO

Q2P1: My university has an official mentorship program where they pair students with professionals in the area. #critlib

6 MONTHS AGO

A2: Through ACA (Cdn Archivists), ARMA, and my former employer. Latter was most structured #critlib

6 MONTHS AGO

A2 in contrast, I was in a faculty mentorship program in my last job and it wasn't successful bc I avoided my mentor. #critlib

6 MONTHS AGO
Elysian MARC Fields
@marccold

A2.1 I've participated in brief conference mentoring programs (thanks, @EthanDF !) both as mentor and mentee (?). #critlib

6 MONTHS AGO

Andrew Preater
@preater

#critlib A1 tend to agree; do also think a canny mentor knows when / how to segue between mentoring & coaching to subvert this. twitter.com/erinaleach/sta...

6 MONTHS AGO

Erin Leach
@erinaleach

A2.) Many of my experiences have been through ALA. I was a mentee in LLAMA's program and a mentor in NMRT's program. 1/2 #critlib

6 MONTHS AGO

S. Gardner
@SueAGardner

A2. I mentored 3 ppl via ALA/NMRT. Very good experience. Helped me understand my place in my own career. #critlib

6 MONTHS AGO

liz chenevey
@gnomadlibrarian

Q2. I tried an IFLA prog. But I got too busy. Plus, idk if I feel comfortable w/solely email based. I like to be able to chat #critlib

6 MONTHS AGO

Zoe Fisher
@zoh_zoh

A2 I appreciate the university trying to support mentorship among faculty but it wasn't a great fit for me. #critlib

6 MONTHS AGO
Juliann Couture
@julezig
A2 I participate in (and helped create) a formal mentoring program in my organization. #critlib

johnfenn3
@johnfenn3
#critlib A2 (P1 & 2). No formal mentorship program for me at LoC (yet). Been informal mentor in previous career as faculty...

Lisa Hubbell
@lisahubbell
A2. In my first year as a librarian, I asked for a mentor through NMRT. We talked by phone about once a month. #critlib

Erin Leach
@erinaleach
A2.) Now I'm mentoring as part of the ALCTS mentoring program. 2/2 #critlib

Zoe Fisher
@zoh_zoh
@julezig any advice to others trying to create a m-ship program in their library? #critlib

Olivia Maclsaac
@olgrmac
A2 I was in a formal but unstructured mentorship program once #critlib

Anonymous Critlib
@CritLib_anon
#critlib I was supposed to get another mentor from the division (can’t even remember...LLAMA? ACRL?) but it never happened, so oh well.

But I’m eager to learn what has made others' mships successful! #critlib

A2: for me, it’s been a good experience to participate in but there have been challenges in organizing the program. #critlib

A2 Favorite thing about my mentor is that she *follows through* like a mf-ing champ and schedules a 1:1 meeting each month #critlib

A2 #critlib I once participated in a formal mentorship program as a protege but it was a bust because professional interests weren't aligned

A2.2 While these were not classical mentoring programs, they were a great chance to meet a wide variety of info profs. #critlib

A2 I've yet to do any mentoring in the library world. I did a lot in grad school for STEM diversity as both mentor/mentee #critlib
sarah
@sarahkirkley

A1 Echoing others, but trust, openness from both parties, & chemistry are all big factors for me #critlib

6 MONTHS AGO

Violet Fox ⚙
@violetbfox

A2. Current mentor has been super responsive to my request to make more state-wide connections & meet local cataloger-type folks. #critlib

6 MONTHS AGO

Chelsea Heinbach
@chelseaheinbach

@ACRL_IS @PBKTrudi Q2.2 I learned a lot, felt sincere interest from @PBKTrudi, was encouraged to do something I wouldn’t have thought to do #critlib

6 MONTHS AGO

Zoe Fisher
@zoh_zoh

if you're interested in the ALA mentorship programs being mentioned in the answers to Q2, check out ala.org/tools/librarie... #critlib

6 MONTHS AGO

Sara Janes
@_skjanes

A2: structure helped. Requirement to meet monthly, mat'l to discuss (which we ignored if other things came up): got us past awkward #critlib

6 MONTHS AGO

Olivia MacIsaac
@olgrmac

I had a very sweet mentor but they didn't have the time to commit to the program so I never saw or heard from them #critlib

6 MONTHS AGO
Juliann Couture
@julezig

A2: it's a shift to get people to think about mentoring in different ways. More coaching less fountain of knowledge. #critlib

liz chenevey
@gnomadlibrarian

I prefer informal rships I have with mentor-like folks in my org. More natural & beneficial to me as both a professional & person. #critlib

Erin Leach
@erinaleach

A2.) I have felt the challenge of making the mentoring relationship a priority when life gets hectic. #critlib

Kate Deibel
@metageeky

Worst was my mentee experience since she did nothing to support me. Best were when I saw a student who needed someone. #critlib

john fink ok!!
@adr

Ayuf, a #critlib about mentoring and here's me indisposed.

Rachel Gammons
@rwgammons

A2 it also gave me an advocate in a department where I likely would not have had one - which has been an unexpected benefit #critlib
Laura Dimmit
@dimmitsays
A2 I appreciate having formal-ish mentors @ MPOW. Simplifies the process when I'm not sure where to turn, even if I get referred. #critlib
6 MONTHS AGO

S. Gardner
@SueAGardner
A2. I am mid-career and find it hard to find good mentors now. Early career, I had several informal 1s, many of whom were very good #critlib
6 MONTHS AGO

Melissa DeWitt
@Badgersssss
A2Pt2: the mentor relationships a lot of us had felt super forced #critlib
6 MONTHS AGO

Caleigh Janet
@caleighjanet
@erinaleach @dimmitsays @ephemeramanda @SueAGardner Agree with this 100% - I'm a part of a formal mentoring program and even our chats on the phone are more productive than emails #critlib
6 MONTHS AGO

Elysian MARC Fields
@marccold
#critlib OT: I know that the short term for a person being mentored is 'mentee,' but I really wish it were 'telemachus.'
6 MONTHS AGO

Juliann Couture
@julezig
@zoh_zoh SO MUCH! #critlib
6 MONTHS AGO
Michelle Mitchell
@michelle__kris

A2 I don't have formal mentorship program at my work, but I did ask about them in each of my interviews for positions #critlib

6 MONTHS AGO

Kate Deibel
@metageeky

This is critical. Sometimes, you may need to drop everything, especially if there's a diversity issue involved. #critlib twitter.com/erinaleach/sta...

6 MONTHS AGO

Lisa Hubbell
@lisahubbell

A2. NMRT suggested topics for each month. Mentor also had great Qs about how the job was feeling, which I wasn’t expecting. #critlib

6 MONTHS AGO

((Henry Mensch)))
@henare

@sueagardner #critlib I've had much more success with informal mentors. They made the time...

6 MONTHS AGO

Andrew Preater
@preater

#critlib A2 I have a mentor for @CILIPinfo chartership. The chartership provides the framework; you make of the process what you will.

6 MONTHS AGO

Juliann Couture
@julezig

@zoh_zoh Think about what you want for the program. Is it achieving tenure? Psychosocial support? Adjusting to institution/organization? #critlib

6 MONTHS AGO
Kate Deibel
@metageeky
I've done mentoring with LGBT students, women in STEM, and students with disabilities, including mental health. #critlib

6 MONTHS AGO

Jessica Schomberg
@schormj
A2. I was an ALCTS mentor for a hot second. But I’m a crap correspondent (especially via email) so... sorry, Heather! #critlib twitter.com/zoh_zoh/status...

6 MONTHS AGO

sarah
@sarahkirkley
A2: Never participated in a formal program, although my current place of employment does offer to pair up librarians #critlib

6 MONTHS AGO

Zoe Fisher
@zoh_zoh
I'm seeing multiple comments that phone/video calls can make a long-distance mentorship relationship more productive. #critlib

6 MONTHS AGO

Juliann Couture
@julezig
@zoh_zoh And don't let mentoring fall to a few - encourage people to mentor and to shift perspectives (help coach people, expand networks). #critlib

6 MONTHS AGO

Kate Deibel
@metageeky
I've been a mentee with mental health issues. When in a crisis, for a mentor suggesting to eat a candy for motivation is... um... #critlib

6 MONTHS AGO
Keri Cascio  
@keribrary

@zoh_zoh thanks for posting! ALCTS isn’t on there, now I have to figure out who owns page. A more up to date page: ala.org/educationcaree... #critlib

6 MONTHS AGO

Zoe Fisher  
@zoh_zoh

This is an interesting point--anyone else have struggles finding good mentors in their mid-career? #critlib twitter.com/SueAGardner/st...

6 MONTHS AGO

Erin Leach  
@erinaleach

@zoh_zoh Yes! #critlib

6 MONTHS AGO

Juliann Couture  
@julezig

@zoh_zoh I'm a huge fan of @divaprof approach to mentoring. It's been influential to how I've worked on our program here. #critlib.

6 MONTHS AGO

Chelsea Heinbach  
@chelseaheinbach

@sarahkirkley I loved my formal program experience but I am still super jealous of this & wish MPOW had something like it #critlib

6 MONTHS AGO

Kate Deibel  
@metageeky

This as well! Underrepresented groups often get pulled into extra service work which is not rewarded as much as other productivity #critlib twitter.com/julezig/status...

6 MONTHS AGO
A2. In 1st career (museums), I supervised a lot of interns. Their program’s guidelines required goals & objectives for projects. #critlib

6 MONTHS AGO

A2. For me, informal mentor/mentee relationships have happened organically but also been difficult to maintain w/moves, life, etc. #critlib

6 MONTHS AGO

@zoh_zoh this is the SAA mentorship program, & last I heard they needed more mentors www2.archivists.org/membership/men... #critlib

6 MONTHS AGO

@CILIPinfo #critlib A2.2 this has worked extremely well & IME. worth the @CILIPinfo membership by itself.

6 MONTHS AGO

@zoh_zoh And think beyond the 1:1 mentoring approach. One person will not have all the answers, nor should they. #critlib

6 MONTHS AGO

A2 I had a Music Dept prof as a formal mentor early on. Odd match in some ways but I don’t regret it. #critlib

6 MONTHS AGO
@zoh_zoh Also, I have many resources & experiences to share and am happy to talk to anyone about it. #critlib

6 MONTHS AGO

Caleigh Janet
@caleighjanet

A1 It's important to find the right fit both on a professional and personally level (1/2) #critlib

6 MONTHS AGO

Caleigh Janet
@caleighjanet

A1 some of the best mentors I've had made the effort give advice about work/life balance and how to avoid burnout [2/2] #critlib

6 MONTHS AGO

Q3. What are some informal ways you have mentored, or been mentored by, other library workers?

Zoe Fisher
@zoh_zoh

Q3 What are some informal ways you have mentored, or been mentored by, other library workers? #critlib

6 MONTHS AGO

Zoe Fisher
@zoh_zoh

Hard to believe it but we're already half-way through our chat. Great comments so far everyone! Love your input. #critlib

6 MONTHS AGO

Zoe Fisher
@zoh_zoh

A3 I made a point to spend time with our LIS graduate students at my last place of work. Maybe more than they wanted. :p #critlib

6 MONTHS AGO
Melissa DeWitt
@Badgersssss

A3: Through great librarians in my workplace who took the time to actually get to know me, take me to coffee, and answer questions #critlib

6 MONTHS AGO

Juliann Couture
@julezig

@zoh_zoh I'm doing some research in this area now and mid-career is often neglected when it comes to mentoring. #critlib

6 MONTHS AGO

Lisa Hubbell
@lisahubbell

@julezig @zoh_zoh Yes! @julezig was on a great panel at ACRL (w a great handout) about seeking out multiple mentors for diff kinds of needs. #critlib

6 MONTHS AGO

Zoe Fisher
@zoh_zoh

A3 but srsly when I had the opportunity, I took LIS grad students to coffee/lunch, gave them REAL&meaningful work to do, listened. #critlib

6 MONTHS AGO

Sara Janes
@_skjanes

A3: in mid career, I have dozens of people I can phone or email abt specific questions, rather than one mentor #critlib

6 MONTHS AGO

Kate Deibel
@metageeky

A3. I've reached out through private messages on twitter/slack to people I trust when I need work advice #critlib

6 MONTHS AGO
Olivia MacIsaac
@olgrmac

A3 library workers have sat down with me, listened to my interests, explained library jargon, went over copyright with me and etc. #critlib

6 MONTHS AGO

Juliann Couture
@julezig

@zoh_zoh I would think about what areas you want to grow and look for ways to connect with people in those areas. #critlib

6 MONTHS AGO

Kate Deibel
@metageeky

I owe a lot to a few folks who helped me through the interview/negotiation process I did this summer #critlib

6 MONTHS AGO

Laura Dimmit
@dimmitsays

A3 Best thing I did for myself when I started this job was to spend ~an hour down @ our desk w/each person in my dept.... #critlib

6 MONTHS AGO

Keri Cascio
@kerlibrary

A3 Best relationships I had were informal, learning on committees. Jumped in w a group who liked to organize preconferences #critlib +

6 MONTHS AGO

Zoe Fisher
@zoh_zoh

A3 the greatest gift any library worker has given to me is their TIME, talking to me about what they do & what it means. #critlib

6 MONTHS AGO
Chelsea Heinbach
@chelseaheinbach

A3- Shout out to @zoh_zoh for being an A+ informal mentor and video chatting w/ me whenever I have an existential librarian crisis #critlib

Elysian MARC Fields
@marccold

A3. I am vaguely ashamed to admit that most of my mentoring relationships were the result of luck, not any initiative on my part. #critlib

Laura Dimmit
@dimmitsays

A3 cont: I got to know them, got to observe them w/students, got to ask questions in a low-stakes way #critlib

Olivia MacIaac
@olgrmac

ey have also gone out of their way to find me opportunities to take on or conferences to attend #critlib

S. Gardner
@SueAGardner

A3 I incorporate informal mentoring into some of my interactions with jr colleagues if they are receptive-I want them to get tenure #critlib

Rachel Gammons
@rwgammons

A3 I offer to take MLIS students out for ice cream and coffee and always pay for us both ☕️ #critlib
A3 learned about metadata, a/v pres, controlled vocab, and how to use all by TALKING with lib friends; info & skills= pro dev #critlib

and I got to learn a lot about creating a topic, getting speakers, and trying to think outside the box on an all-day program #critlib+

A2. And it helped that NMRT mentor was from a diff institution & could raise critical Qs about my place of work. #critlib

A3. Informal mentoring is my jam. Largely because it’s less likely to come with a sense of attachment or control. #critlib twitter.com/zoh_zoh/status...

A3 I remember many library workers at Multnomah County bluntly telling me the truth about #librarylife & it meant a lot. #critlib

there aren’t many opportunities to get mentored on program planning, I was glad to have fallen into it & built great relationships #critlib
A3: Also shoutout to @kevinseeber for being the unquestioningly best boss an instruction grad student could have asked for #critlib

A3 The best relationships I made were through project based work. It's a great way to include junior/senior level staff. #critlib

A3 by far, best mship exp was as a grad student library assistant. I wish there were more opps to be in a position of learning NOW. #critlib

A3 I have also informally mentored staff who are trying to break into the tenure track. I feel for them; it's a hard row to hoe. #critlib

A3: it's amazing what a cup of coffee/tea/etc. can do. I've bought many for LIS/recent grads and had the favor returned by others. #critlib

A3 Both as mentor to students & mentee, lots of open & honest conversation. About librarianship & workplace stuff & even life stuff #critlib
@johnfenn3
A3 (2/2) recalling, of course, that I have no formal training in ILS. Picked up everything thru informal mentorship w/good friends #critlib

@zoh_zoh
I think this is so key--whenever you can, give your mentees something meaningful to *do* or *create*. #critlib twitter.com/mancwegian918/...

@ephemeramanda
A3 there was SAA session on horizontal mentorship that i keep thinking abt a lot. i really like idea of colleagues skillsharing + #critlib

@olgrmac
this was all done informally and on their own time #critlib

@metageeky
Honestly, some of the best mentoring I’ve ever had/done has been over a good lunch chat #critlib

@chelseaheinbach
@kevinseeber A3- he told me the truth about issues I would face, listened to my ideas, made time for informal coffee, made great & terrible puns #critlib
A3. Had a boss at a paraprofessional gig recognize that I could do more than the rote tasks in my job description #critlib

A3 #critlib while faculty, I looked forward to working with UO Library peeps. I always learned, and they always delivered.

@zoh_zoh Yes! The more practical experience they have, the more prepared they will be. #critlib

A3 I stay in touch with people by any means necessary and *always* skip programs at lib conferences to get coffee w/old friends #critlib

Same. Feel lucky that folks treated us like people w/real goals and empowered us to figure them out. #critlib twitter.com/thelizbrarian/...

A3. I also think a lot about how informal mentoring is often inequitable. And how to be part of the solution. #critlib
Melissa DeWitt  
@Badgersssss

A3: Echoing @chelseaeinbach's shoutouts to @zoh_zoh and @kevinseeber #critlib

6 MONTHS AGO

Lisa Hubbell  
@lisahubbell

@zoh_zoh A3. Grateful to many librarian bloggers for sharing experiences/advice. One to many there, not the same accountability to respond. #critlib

6 MONTHS AGO

Elysian MARC Fields  
@marccold

A3. (cont.) When I met someone I really admired, on a personal as well as a professional level, a mentoring relationship evolved. #critlib

6 MONTHS AGO

Violet Fox 🦊  
@violetbfox

A3. tbh informal mentoring is less effective for me--formal relationship gives me permission to admit more insecurity/uncertainty. #critlib

6 MONTHS AGO

Kate Deibel  
@metageeky

@violetbfox That makes a lot of sense. Sometimes, you need to know a person is formally in your corner. #critlib

6 MONTHS AGO

Violet Fox 🦊  
@violetbfox

An informal relationship makes me feel like I'm asking for unearned emotional labor. Not sure if that's true or just my perception. #critlib

6 MONTHS AGO
& building each other up. in a field that’s so saturated & competitive, i want us to take care of each other. #critlib

@ephemeramanda and we have so much to learn from each other! #critlib

A2.2 Challenge w/ formal mentoring (for me) is that I often feel socially awkward / constrained by prescriptive interaction #critlib

@zoh_zoh I find that we end up with more peer mentors in mid-career, fewer opportunities to talk to higher ups about next steps & potential #critlib

A4 In the STEM diversity m-ship programs, I’ve seen a lot of emphasis on longitudinal mentoring. Mentees become mentors in the... #critlib

A3: Appreciate when mentors will give me a slight nudge out of my comfort zone & show their confidence in my ability #critlib
Q3. My informal mentoring (on both sides) has grown from interactions in other contexts w/people I have a good rapport with. #critlib

6 MONTHS AGO

A4 the CDN Government has a National Mentoring Program that has a team dedicated to providing support/resources to mentors/mentees #critlib

6 MONTHS AGO

The opportunity to create was extremely formative both in my grad school & first lib job. It's so much more than a bullet on a CV #critlib twitter.com/zoh_zoh/status...

6 MONTHS AGO

@JenniL.Burke scheduled meetings with me to discuss differences and similarities between libraries because I didn’t know anything #critlib

6 MONTHS AGO

A3 As a mid-career person, I've started looking out for mentorship, rather than up. Some of my best mentors are lateral #critlib

6 MONTHS AGO

community. Great idea, but has a dangerous potential flaw: Sometimes, a mentor needs mentoring/support from the community. #critlib

6 MONTHS AGO
@keribrary @zoh_zoh Do you think that's because of power dynamics? If I help you up that means less room at the top? #critlib

@preater
#critlib A3 in terms of knowledge sharing I'm extremely grateful for recommendations on how to read and explore theory from folk On Here.

Erin Leach
@erinaleach
A3.) Also, I have made a lot of connections on Twitter b/c I try to be friendly to, and supportive of, those around me. #critlib

Alexandra Hauser
@alnhauser
#critlib twitter.com/alnhauser/stat...

Kate Deibel
@metageeky
The roles of mentee/mentor need to be flexible and to realize that just some experience/seasoning does not make one an expert. #critlib

S. Gardner
@SueAGardner
@keribrary @zoh_zoh I think some people would frankly like a person to stay where s/he is so they do not facilitate advancement even though they could. #critlib
Q4. What are some examples of strong mentorship programs outside of libraries? What can we adapt/change in library mentorship programs?

@rwgammons This is such a great way of describing it! #critlib

6 MONTHS AGO

@erinaleach

A3. Also also, if you’re looking for someone to mentor you informally, I’m happy to do what I can. #critlib

6 MONTHS AGO

@zoh_zoh

Just a quick note about Q4--mentorship has been shorted to m-ship. Feel free to use mship or m-ship in your answers. #critlib

6 MONTHS AGO

@zoh_zoh

Q4 What are some examples of strong m-ship programs outside of libraries? What can we adapt/change in library m-ship programs? #critlib

6 MONTHS AGO

@nora_almeida

A4 Lots of people raise the idea of apprenticeship in relation to LIS. Wonder how this might look different than internships #critlib

6 MONTHS AGO

@olgrmac

A4 I don’t have an answer to this but I’m interested to hear some responses so I can look into some programs! #critlib

6 MONTHS AGO
Amanda D. @ephemeramanda

A4 I think it's really important to treat all grad student lib jobs as a mship opportunity. I've been in mixed situations where + #critlib

6 MONTHS AGO

Liz Chenevey @gnomadlibrarian

A4 My univ has restorative practice for student accountability. They have fac/staff mentors work w/students after infractions 1/2 #critlib

6 MONTHS AGO

John Fenn @johnfenn3

A4 #critlib short-term, almost pop-up, m-ship: bit.ly/2xsOtOW. But recurs at annual @asfsforklorists professional meeting...

6 MONTHS AGO

Kate Deibel @metageeky

A4 If any programs I'd recommend, I'd look at some early faculty women in STEM programs like CRA-W. #critlib

6 MONTHS AGO

Caleigh Janet @caleighjanet

A4 This support helps both parties maintain the relationship over the long term and stay connected when workloads are heavy #critlib

6 MONTHS AGO

Liz Chenevey @gnomadlibrarian

A4 We've talked about working w/them to identify m-ship best practices, for faculty, staff, & students 2/2 #critlib

6 MONTHS AGO
Zoe Fisher
@zoh_zoh

A4 The best mentorship program I’ve ever experienced in my life was going through the tenure process as community college faculty. #critlib

6 MONTHS AGO

Zoe Fisher
@zoh_zoh

A4 bc I was tenure-track cc faculty, the focus was on my *teaching* (not on my *librarian-ing*) and that helped me grow IMMENSELY. #critlib

6 MONTHS AGO

dejah_thoris

dejah_thoris

I still keep in touch with my mentors but I’m not ready to mentor anyone else except maybe as an example of what not to do. #critlib

6 MONTHS AGO

Kaitlin Springmier
@kaitlinspring

@nora_almeida Library residency programs are becoming popular. When done right, they could be this! @ACRL_RIG is working to share best practices #critlib

6 MONTHS AGO

Caleigh Janet
@caleighjanet

A4 It's also an excellent opportunity for public servants to foster connections outside of their department/branch/bubble #critlib

6 MONTHS AGO

Rachel Gammons
@rwgammons

A4 I don't have a great answer for this - but I am a big believer in shine theory: tinyurl.com/y888zveo #critlib

6 MONTHS AGO
Well, I guess I’ve mentored my part-timers and my interns. Maybe? I feel like it was mostly training though. #critlib

S. Gardner
@SueAGardner

A4 I informally mentor most of my husband’s students. He is a biology prof. #critlib

Lisa Hubbell
@lisahubbell

A3. Absolutely! Also, asynchronous Twitter and blogs fit in better than phone for time on desk and communication across time zones. #critlib twitter.com/preater/status...

dejah_thoris

dejah_thoris

Unless you count feedback on whether you’d make a good cataloger. #bornotmade #anyonecanlearnbutcanyoudoitwell #critlib

Kate Deibel
@metageeky

#critlib discussion is making me think a lot about seeking mentors in my new job... at SU, outside SU, will my being hired as an...

Kaitlin Springmier
@kaitlinspring

@zoh_zoh I just started a new TT job and am very nervous on the RTP process and work-life balance. I’ll take any recommendations. :) #critlib
Chelsea Heinbach @chelseaineben

I am also about to start a TT job and SAME...v open to any/all advice #critlib twitter.com/kaitlinspring/...

6 MONTHS AGO

dejah_thoris @dejah_thoris

Can we count undergrad interns in other areas I convinced to go to grad school and become audio archivists? I got one of those. #critlib

6 MONTHS AGO

((Henry Mensch))) @henare

@kaitlinspring @zoh_zoh #critlib "I drink, and I know things:" ;)

6 MONTHS AGO

Nora Almeida @nora_almeida

@erinaleach Think being supportive and friendly are totally underrated and can open up communication channels #critlib

6 MONTHS AGO

Kate Deibel @metageeky

associate (even though I don't have an MLS) complicate things, that my actual positionis super unique... *grabs paper bag* #critlib

6 MONTHS AGO

sarah @sarahkirkley

A4 For changes in programs, I think instilling confidence in mentors is key. You don't have to know/do everything! #critlib

6 MONTHS AGO
Matthew Noe
@NoetheMatt

Late to #critlib today, so lurking. Matthew, medlib and comics. Benefited greatly from mentorship (formal and informal) in grad school.

6 MONTHS AGO

Q5. How can mentorship help surface and transform power structures in library professions?

Zoe Fisher
@zoh_zoh

Q5 How can mentorship help surface and transform power structures in library professions? #critlib

6 MONTHS AGO

Zoe Fisher
@zoh_zoh

A5 as mod, I’ll be honest that I struggled with how to write/articulate Q5. #critlib

6 MONTHS AGO

Zoe Fisher
@zoh_zoh

A5 I do *not* think that mentorship alone can solve library's overwhelming whiteness. In some cases, it probably worsens it. #critlib

6 MONTHS AGO

Violet Fox
@violetbfox

A5. One of the best parts of mentorship is revealing the "unknown unknowns"--things newer folks don't even know to ask about. #critlib

6 MONTHS AGO

Kate Deibel
@metageeky

@violetbfox On the same wavelength, m-ship can also reveal new issues that established people might not be aware of due to changing times #critlib

6 MONTHS AGO
Violet Fox @violetbfox
A5 (cont.) And there are more of those unknowns for first-gen librarians & POC librarians. #critlib

Nora Almeida @nora_almeida
A5 Learning from people w/ diff experience / backgrounds / interests in key. A challenge in contexts where seniority is everything #critlib

Kaitlin Springmier @kaitlinspring
I see a new mentoring possibility... #critlib twitter.com/chelseahcinbac...

Zoe Fisher @zoh_zoh
A5 but I do think that it is incredibly important for lib workers to see themselves in this profession & have supportive mentors. #critlib

amanda d. @ephemeramanda
@sarahkirkley been thnkng abt this - i like helping & supporting ppl, but wondering if i'm too new to have smthng to contribute to formal mship #critlib

Juliann Couture @julezig
@chelseahcinbach I'm always happy to chat about my experience going from non-TT academic lib to a TT position. It's awesome & daunting. #critlib
@chelseaeinbach Congratulations!! Advice re TT: listen to what your reappt cmte tells you to do every yr. It is a non-optional hoop to jump through #critlib

6 MONTHS AGO

Rachel Gammons
@rwgammons

A5 By encouraging women & POC to pursue leadership positions and enthusiastically supporting them as they ascend #critlib

6 MONTHS AGO

Violet Fox 🦄
@violetbfox

@metageeky Definitely. Emerging issues within a workplace. And issues of student loan debt, which older librarians might not have dealt with. #critlib

6 MONTHS AGO

Lisa Hubbell
@lisahubbell

A4. I would love to have some follow-up conversations beyond #critlib chats and conferences. Anyone else up for this?

6 MONTHS AGO

Juliann Couture
@julezig

A5: This is so important. Mentoring can often reinforce power structures. #critlib

6 MONTHS AGO

Nora Almeida
@nora_almeida

@chelseaeinbach Don’t say yes too much. You’ll regret it later ;) #critlib

6 MONTHS AGO
Zoe Fisher
@zoh_zoh

A5 if you're a library worker of color, be sure to check out @librariessewhere #critlib

6 MONTHS AGO

Melissa DeWitt
@Badgersssss

A5.1: I don't think mentorship alone can transform power structures, but it can hopefully demystify aspects of librarianship... #critlib

6 MONTHS AGO

Liz McGlynn Bellamy
@thelibrarian

Was just talking w/ some colleagues how "mentor programs" have a connotation that tends to ignore expertise of para/staff. #critlib

6 MONTHS AGO

Melissa DeWitt
@Badgersssss

A5.2: That shouldn't be obscure in the first place #critlib

6 MONTHS AGO

Kate Deibel
@metageeky

@violetbfox Great example. Also sandwich caretaking issues, differences in financial things like home ownership, tech expectations. #critlib

6 MONTHS AGO

Zoe Fisher
@zoh_zoh

A5 I also want to boost #poclibrariansatwork as another way of finding community/mentorship for libs of color. #critlib

6 MONTHS AGO
johnfenn3
@johnfenn3
A5 #critlib useful piece when thinking about mentoring models: bit.ly/2wFg9mr Not sure it's a full answer, but has good points.
6 MONTHS AGO

Olivia MacIsaac
@olgrimac
A5 mentors made me interested in librarianship, and if I hadn't gotten their support I wouldn't be in the position I am in now #critlib
6 MONTHS AGO

Liz McGlynn Bellamy
@thelizbrarian
like despite the fact that _____ has worked here for 20+ years, we need to look to the REAL librarians to be mentors. #critlib
6 MONTHS AGO

Juliann Couture
@julezig
@Badgersssss especially clarify unwritten rules & weird norms. #critlib
6 MONTHS AGO

Chelsea Heinbach
@chelseainbach
@zoh_zoh also @librarieswehere #critlib
6 MONTHS AGO

Violet Fox 🌾
@violetbfox
@thelizbrarian Keeping in mind need for more than 1-on-1 mentorship, how could para/staff be incorporated in workplace mentorship programs? #critlib
6 MONTHS AGO
S. Gardner
@SueAGardner

A5 I try to learn from the power aspects of mship, not just let it buffet me. #critlib

6 MONTHS AGO

Erin Leach
@erinaleach

A5.) This question gives me pause. I worry that mentoring leads to replication of the structures we want to expose and dismantle. #critlib

6 MONTHS AGO

Zoe Fisher
@zoh_zoh

Wow, this hour has gone by very quickly! In the last 5 mins, please feel free to add any other thoughts and boost any pitches. #critlib

6 MONTHS AGO

Kate Deibel
@metageeky

@violetbfox @thelizbrarian I've seen first year/new employees do lunch outings for this purpose. #critlib

6 MONTHS AGO

Nora Almeida
@nora_almeida

A5 Also, I try to remember that institutions are made by people & that we have the power to slowly change the status quo #critlib

6 MONTHS AGO

Zoe Fisher
@zoh_zoh

I will shamelessly pitch that I had my first peer-reviewed article published in @libraryleadpipe today! inthelibrarywiththeleadpipe.org/2017/finding-f... #critlib

6 MONTHS AGO
Kate Deibel
@metageeky

@violetbfox @thelizbrarian Although I’ve seen efforts like this in grad programs create a super clique-ish group for that class year. #critlib

6 MONTHS AGO

Olivia MacIsaac
@olgrmac

Seriously as a POC I didn’t see librarianship as a career & I was hesitant to join bc I didn’t get the jargon + was unaware of jobs #critlib

6 MONTHS AGO

Liz McGlynn Bellamy
@thelizbrarian

@violetbfox Think we need to start by acknowledging their expertise, that they know lots of things we don’t. That we can/shld learn from them. #critlib

6 MONTHS AGO

Lisa Hubbell
@lisahubbell

A5. Mentors can help talk through institutional power structures, work out strategies for facing, challenging, shifting, surviving. #critlib twitter.com/zoh_zoh/status...

6 MONTHS AGO

Kaitlin Springmier
@kaitlinspring

A5: Successful mentoring programs are often a learning process from all sides. Mentees should feel validated to change systems #critlib

6 MONTHS AGO

Olivia MacIsaac
@olgrmac

I’m still not technically a ~librarian~ I’m support staff but I’m glad I have my foot in the door #critlib

6 MONTHS AGO
Erin Leach
@erinaleach

A5.) Recruiting & retaining more librarians w/privileged identities perpetuates the recruitment & retention of those people. #critlib

6 MONTHS AGO

Chelsea Heinbach
@chelseaheinbach

My #critlib pitch is to ask you if you have questions re: publishing research to ask them using #libparlor hashtag to get convos started

6 MONTHS AGO

Rachel Gammons
@rwgammons

Mentoring can be destructive and damaging if you do it badly. Take mentorship seriously and do a good job. #critlib

6 MONTHS AGO

Violet Fox 🦉
@violetbfox

A5 Worries about stress on POC to act as mentors because there are so few in librarianship--so necessary but so emotionally taxing. #critlib

6 MONTHS AGO

Rachel Gammons
@rwgammons

As a mentee, feel empowered to cut off a relationship if it is not giving you what you need. Your feelings matter. #critlib

6 MONTHS AGO

Katlyn
@libraringkat

I started a TT job last year, & I have very similar worries #critlib p.s. quick plug for #libparlor b/c this is what my first post is about! twitter.com/kaitlinspring/...

6 MONTHS AGO
Kate Deibel
@metageeky
A5 Mentors must emphasize self-reflection and learning from the mentoring relationship and use that to inform their actions. #critlib
6 MONTHS AGO

Zoe Fisher
@zoh_zoh
@erinaleach Yup. And holding up those folks as "mentors" for anyone else can be daunting/off-putting. #critlib
6 MONTHS AGO

Erin Leach
@erinaleach
A5.) Especially if pairing a mentee with marginalized identities with a mentor with privileged identities leads to microaggressions. #critlib
6 MONTHS AGO

Zoe Fisher
@zoh_zoh
A5 "Why can't we retain more diverse librarians? We pair them with rich white lady mentors, and they all leave LIS, hmm..." #critlib
6 MONTHS AGO

Nora Almeida
@nora_almeida
My pitch is that when you're not busy on the ref desk, edit #wikipedia instead of reading the news #wikiref #critlib
6 MONTHS AGO

Chelsea Heinbach
@chelseaheinbach
ALSO If you have expertise to share re: publishing LIS research pls consider contributing to #libparlor bit.ly/libparlor #critlib
6 MONTHS AGO
Keri Cascio
@keribrary

A5 I think that mentoring relationships have to go both ways. There's always something to learn from someone else's perspective #critlib

6 MONTHS AGO

Julian Couture
@julezig

my colleagues & I started a zotero library with mentoring literature & resources #critlib might find useful: zotero.org/groups/514222/...

6 MONTHS AGO

Erin Leach
@erinaleach

A5.) Or, if a person with marginalized identities looking to be mentored doesn't see anyone who reflects their experiences. #critlib

6 MONTHS AGO

Violet Fox 🦋
@violetbfox

A5 (cont) Having multiple mentors for different areas of career planning/dealing with nonsense helps ease some of that pressure. #critlib

6 MONTHS AGO

Erin Leach
@erinaleach

A5.) I guess the point is that as a person with privileged identities, I struggle with this question. #critlib

6 MONTHS AGO

Zoe Fisher
@zoh_zoh

Friends, our hour is officially up. What a fantastic conversation! Thanks to everyone for participating. Any volunteers to storify? #critlib

6 MONTHS AGO
Christine M. Moeller
@christinemmoe

GAH! Missed #critlib after all! Looking forward to catching up soon...

6 MONTHS AGO

Kate Deibel
@metageeky

@keribrary Yes, but there's the issue @ErinLeach is bringing up. You don't want to make the mentee have to do more work educating the mentor #critlib

6 MONTHS AGO

Rachel Gammons
@rwgammons

Thanks to @zoh_zoh for this great topic and discussion! #critlib

6 MONTHS AGO

S. Gardner
@SueAGardner

My wrap up comment is that it is very fun to see a mentee do well! @violetbfox #critlib

6 MONTHS AGO

Violet Fox 🪞
@violetbfox

@SueAGardner Thanks!! So glad I was able to talk with you about the future when I was unsure of myself & my career. Your kindness means a lot! #critlib

6 MONTHS AGO

Juliann Couture
@julezig

have to run but huge thanks to @zoh_zoh for moderating today’s #critlib

6 MONTHS AGO

Keri Cascio
@keribrary

@metageeky @ErinLeach Right. I wouldn’t expect it, I would just want to be open to listening when appropriate, I don’t know everything + #critlib

6 MONTHS AGO
Liz McGlynn Bellamy
@thelizbrarian

YAY mentorship! Thanks to all of you fine Twitter folks who I often look to as informal mentors, whether you know it or not❤️ #critlib

6 MONTHS AGO

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A5.) Anyway, here’s Wonderwall. #critlib pic.twitter.com/kfgDVu7f8n

ERIN LEACH @ERINALEACH - 6 MONTHS AGO

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Kate Deibel
@metageeky

@erinaleach Struggling is a good first step. Addressing diversity and change has a lot of bootstrapping problems. #critlib

6 MONTHS AGO

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Kaitlin Springmier
@kaitinspring

Very glad I stumbled on the last half-hour of this #critlib. Thanks @zoh_zoh!

6 MONTHS AGO
@Keri Cascio
Keri Cascio
@kerilibrary
@metageeky @ErinLeach + but I wouldn't want to be like: OMG! Tell me everything about being a new/marginalized/struggling library worker! + #critlib

6 MONTHS AGO

Kate Deibel
Kate Deibel
@metageeky
@erinaleach It would be easily solved if we had more diversity but to get more diversity, we need to change... ACK! #critlib

6 MONTHS AGO

sarah
sarah@sarahkirkley
A5 Tough one! How to support one another w/o perpetuating the problematic power structures & lack of diversity in LIS??#critlib

6 MONTHS AGO

Katlyn
Katlyn
@libraringkat
I need to print this tweet & hang it in my office. #critlib twitter.com/nora_almeida/s...

6 MONTHS AGO

liz chenevey
liz chenevey
@gnomadlibrarian
Thank you so much @zoh_zoh for moderating this chat! Have a lot to think about, incl confronting fear of awkward Skype m-ship opps! #critlib

6 MONTHS AGO

Lisa Hubbell
Lisa Hubbell
@lisahubbell
#critlib Blog post that reminds white allies to listen & #DoTheWork w/o asking so much emotional labor of POC: aprilhatchock.wordpress.com/2016/04/13/you...
twitter.com/violetbfox/sta...

6 MONTHS AGO
@keribrary @ErinLeach It's amazing how many people of rare diversity get asked such questions. #critlib

Thanks @zoh_zoh for the topic & great Qs. Nice chatting everyone! #critlib pic.twitter.com/HtqJLTQCg

@metageeky @ErinLeach + but I hope I could hear what they have to say, and put it in context to support their needs and to lift them up when I can #critlib

Today’s chat was great! Thanks @zoh_zoh for moderating and thanks everyone for participating! #critlib 😊
Keri Cascio  
@keribrary

@metageeky @ErinLeach this has become very evident to me in recent years #critlib

6 MONTHS AGO

Kaitlin Springmier  
@kaitlinspring

@lisahubbell Yes! Also, read On Being Included by Sarah Amed! Great book that touches on WOC in academia dukeupress.edu/on-being-inclu... #Critlib

6 MONTHS AGO

Violet Fox 🎁  
@violetbfox

#critpitch: There are some amazing #critlib chats coming up! Take a look & mark your calendars! critlib.org/twitter-chats/...

6 MONTHS AGO

Christine M. Moeller  
@christinemmoae

Plan ahead and add these to your calendar now! #critlib twitter.com/violetbfox/sta...

6 MONTHS AGO

Violet Fox 🎁  
@violetbfox

@christinemmoae There's also a #critlib iCal calendar that you can add to your Outlook, gmail, etc. calendar & it syncs via MAGIC. 🌟 critlib.org/twitter-chats-...

6 MONTHS AGO

Lisa Hubbell  
@lisahubbell

Many thanks to @zoh_zoh for modding #critlib and raising good questions. newlibs.org should have articles re mentorship soon.

6 MONTHS AGO
amanda d.  
@ephemeramanda  

thank you @zoh_zoh! that went by too fast! #critlib  

6 MONTHS AGO

Michelle Mitchell  
@michelle__kris  

missed the rest of #critlib cause I had my first TWO student consultations back to back :D  

6 MONTHS AGO

Michelle Mitchell  
@michelle__kris  

@msmollyebrown radical empathy in archives #critlib chat will happen on Monday, Oct 16th at 2pm twitter.com/violetbfox/sta...  

6 MONTHS AGO

Jenni B  
@JenniLBurke  

Late in the #critlib game today. I'm Jenni, academic librarian at large.  

6 MONTHS AGO

Jenni B  
@JenniLBurke  

A2) I participated in a formal mentor program as a school librarian. My mentor was an AP HS teacher & she was amazing. #critlib  

6 MONTHS AGO

Jenni B  
@JenniLBurke  

A3 I sought out the mentorship in academic in those who had diff strengths, skills that I wanted, and/or those I trusted #critlib Still am!  

6 MONTHS AGO
Jenni B
@JenniLBurke

A3 In terms of mentoring, I tried to pass on as many "I wish someone had said..." nuggets as I possibly could to the GAs. #critlib

6 MONTHS AGO

Jenni B
@JenniLBurke

A3 Tried to do coffee dates, did Reader's Advisory training, which was a gap in their program, asked their goals, BEFRIEND them. #critlib

6 MONTHS AGO

Jenni B
@JenniLBurke

A4 Schools have a base-to-prof tchg license reqmt. You get a mentor and have regularly scheduled workshops. Strong program #critlib

6 MONTHS AGO

Jenni B
@JenniLBurke

A5 Find mentors who are different than you! Huge. Either someone in your dept who with diff skill set or outside the dept #critlib

6 MONTHS AGO

Kate Crowe
@kcrowe

This. A lot of the reason that I actively pursue opportunities to work w students & new pros is they keep me fresh. 2-way street. #critlib twitter.com/keribrary/stat...

6 MONTHS AGO

Kate Crowe
@kcrowe

This was the best panel #saa17 omg. So excited. #critlib twitter.com/michelle__kris...

6 MONTHS AGO
Jade @bjaded90

Catching up on another fantastic #critlib One day I am going to be able to participate in real time!

6 MONTHS AGO

Anastasia @chiuchitrain

Looking through some of the #critlib chat from today that I missed, and remembering one of my own formal mship program experiences.

6 MONTHS AGO

Lisa Hubbell @lisahubbell

#critlib followup: Handout from @julezig et al #ACRL2017 session, to brainstorm multiple people who serve different mentoring roles. twitter.com/lisahubbell/st...

6 MONTHS AGO

@kittyBBQ @erinaleach Unless we have more mentors versed in change leadership #critlib

6 MONTHS AGO

Nicky Andrews @maraebrian

I missed the chat today, but basically, #critlib is my mentor

6 MONTHS AGO

Nicky Andrews @maraebrian

But hey #critlib: Brand-new, indigenous immigrant PoC librarian here, in a new, conservative town: Mentors are welcome.

6 MONTHS AGO
Erin Leach
@erinaleach

Of interest if you took part in yesterday's #critlib chat on mentoring. Or even just if mentoring is your jam. insidehighered.com/advice/2017/08...

6 MONTHS AGO

Amanda
@PandaLibrarian7

As someone who earned their library degree completely online because I had 2 jobs to work around, I could really use a mentor. #critlib

6 MONTHS AGO

Chelsea Heinbach
@chelseaheinbach

#critlib re: mentorship cc:@zoh_zoh twitter.com/insidehighered...

6 MONTHS AGO